

# 2011 Military Health System Conference

## Human Capital Challenges: Taking us Into the 21<sup>st</sup> Century

Maureen O. Viall, Chief Human Capital Officer

24 January 2011



MHS Human Capital Office, ASD (Health Affairs)

Report Documentation Page				Form Approved OMB No. 0704-0188	
Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.					
1. REPORT DATE <b>24 JAN 2011</b>		2. REPORT TYPE		3. DATES COVERED <b>00-00-2011 to 00-00-2011</b>	
4. TITLE AND SUBTITLE <b>Human Capital Challenges: Taking us Into the 24 January 2011</b>				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S)				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) <b>Military Health System, Human Capital Office, ASD (Health Affairs), 5111 Leesburg Pike, Skyline 5, Falls Church, VA, 22041</b>				8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT <b>Approved for public release; distribution unlimited</b>					
13. SUPPLEMENTARY NOTES <b>presented at the 2011 Military Health System Conference, January 24-27, National Harbor, Maryland</b>					
14. ABSTRACT					
15. SUBJECT TERMS					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT <b>Same as Report (SAR)</b>	18. NUMBER OF PAGES <b>16</b>	19a. NAME OF RESPONSIBLE PERSON
a. REPORT <b>unclassified</b>	b. ABSTRACT <b>unclassified</b>	c. THIS PAGE <b>unclassified</b>			

# State Of The MHS



100 percent of Americans owe their gratitude to 1 percent who serve in the all-volunteer force

- - Longest-ever period of sustained combat from 9 years of war in Afghanistan and Iraq
- - Two million served in these conflicts
- - More than 40,000 wounded
- - 18,000 unable to return to duty / 5,700 killed
- - More than 16,000 will need medical care of the rest of their lives

# MHS Human Capital Climate



- Staffing and compensation initiatives to support the wounded, ill and injured
- Efficiencies
- 2011 Pay Freeze
- Impact of BRAC
  - Relocation to the Defense Health Headquarters (DHHQ)
- JTF CapMed and related joint initiatives
- Federal workers paid too much?
- NSPS Repeal

# MHS Human Capital Climate



**Hiring Issues**  
Nursing Pilot  
Veteran's Hiring Initiatives  
Smoke Free MTFs  
Standardized Tiding Initiatives  
Social Media Guide  
NSPS Transition  
Military Spouse Hiring Authority  
Licensed Professional Counselors  
JTF CapMEDS  
HCO Contract Support / Insourcing

**Human Capital Office**  
MHS Intern Program  
DMHRSi  
Direct Hire Authority  
CPMS Medical Working Group  
CONOPS for Health System Support  
CONOPS for Health Service Delivery  
Classification Issues  
Career Pathway Matrix  
DoD/VA  
Title 38

**Compensation Issues**  
CHS Legislation  
Crewboarding  
SIS Issues  
Candidate Inquiry Form  
Reports to Congress

**Other Initiatives:**  
Medical Strategic Leadership Program  
Expedited Hire Authority  
Reporting Data  
NICOE  
Closing out FAP and FQA  
Human Capital Strategic Plan Release  
Best Practices in Nursing Retention  
BRAC / Insourcing

# Tools To Enhance Healthcare Recruitment



- Physician and Dentist Pay Plan (PDPP) Implementation
  - Projected implementation 27 Feb. 2011
- Expedited Hire Authority
  - New legislation in NDAA 11
- Direct Hire Authority
- OPM Hiring Process Reforms

# Tools To Enhance Healthcare Recruitment



- Hiring Disabled Appointment Authorities
- Veterans Preference Authority
- First Duty Station Travel
- Military Spouse Hiring Authority

# Married Military Spouses



SERVICE	% MARRIED
ARMY	58%
NAVY	54%
AIR FORCE	59%
MARINE CORPS	48%
GRAND TOTAL	56% (as of 12/8/10)



# Tools For Succession Planning



- Workforce planning (Mission Critical Occs)
  - Competency Development
- “Growing Our Own”
  - Legislative Initiatives
- Refresh of the Human Capital Strategic Plan
- Defense Health Headquarters Intern Program
  - Revocation of FCIP
  - New Pathways Programs (effective 1 Mar 11)
- Leadership/Succession Planning for Nurses

# Initiatives For The Future



- Legislative Initiatives
  - Health Professions Financial Assistance Program for Civilians
  - Reserve Component Mental Health Student Stipend
- Civilian Healthcare Occupation Sustainment Plan (C-HOSP)
  - Implementation of Title 38 Qualifications, Appointing and Pay Flexibilities

# Initiatives For The Future



- Telework Program
- Promoting Diversity
  - Female Physician Leadership Course
  - Diversity of Total Force

# DoD Civilian Medical Demographics



- Civilian population in MHS occupied by 54 medical occupational series with a total population of 43,555
  - Army ( 30,187 = 69.3 %)
  - Air Force (4,715 = 10.8%)
  - Navy ( 8,341 = 19.2%)
  - DoD (312 = .7%)
- Gender composition
  - Female (71%)
  - Male (29%)

# DoD Civilian Medical Demographics



- Race National Origin / Ethnicity Composition
  - White (61.1%)
  - Black (20.7%)
  - Asian (7.6%)
  - Hispanic or Latino (7.2%)
  - Multi-racial (1.4%)
  - American Indian/Alaskan (1.0%)
  - Native Hawaiian/Pacific Islander (.8%)
  - Unspecified (0.1%)

# DoD Military Medical Demographics



- Military population in MHS with a total strength of 119,900
  - Army 52,512 (43.8% )
  - Navy 34,858 (29.1%)
  - Air Force 32,530 (27.1%)
- Gender composition
  - Female 40,172 ( 33.5%)
  - Male 79,728 (66.5%)

# DoD Military Medical Demographics



- Race, National Origin / Ethnicity Composition
  - White (55%)
  - Black (17%)
  - Hispanic ethnicity (13%)
  - Asian (6.9%)
  - Multi-racial (1.9%)
  - American Indian/Alaskan (.9%)
  - Native Hawaiian/Pacific Islander (0.7%)
  - Unspecified (5.0%)

# Takeaways



- CHCO primary emphasis is to help you “make mission”
- Human Capital Steering Committee is great forum for your ideas, initiatives and programs
- Success is: emphasizing strong Human Capital programs at all MHS leadership levels
- Have a great idea for the MHS? Send that idea to [humancapitalofficeideas@tma.osd.mil](mailto:humancapitalofficeideas@tma.osd.mil)



# 2011 Military Health System Conference

## Human Capital Challenges: Taking us into the 21<sup>st</sup> Century

Maureen O. Viall, Chief Human Capital Officer

24 January, 2011



MHS Human Capital Office, ASD (Health Affairs)